

AGENDA 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS HAI HA CONFECTIONERY JOINT STOCK COMPANY

Time: 8:30 on Monday, April 28th, 2025

Venue: 30 Bui Thi Xuan Street, Nguyen Du Ward, Hai Ba Trung District, Hanoi City.



Time	Content
	Welcome and registration of delegates
	Verification of shareholder eligibility to attend the Meeting
9h00 – 9h30	Statement of Reasons and Introduction of Delegates
	Report on Verification of Shareholders' Eligibility to Attend the General Meeting
	Approval of the Presidium, the Voting Committee, and the General Meeting Secretariat
	Approval of the General Meeting Organization Regulations
	Approval of the General Meeting Agenda
9h30 -11h00	General Meeting Content:
	1. Report on the activities of the Board of Directors in 2024 and the plan for 2025;
	2. Report on the business activities of the CEO Board in 2024 and the plan for 2025;
	3. Report on the activities of the Supervisory Board in 2024 and the plan for 2025;
	4. The proposal to approve the audited financial statements for the year 2024;
	5. The proposal to select the auditing firm for the year 2025;
	6. The proposal for the plan to pay the remuneration for the Board of Directors and the Supervisory Board in 2024 and the payment plan for 2025; the profit distribution plan for 2024 and the forecast for 2025;
	7. Proposal for the use of the Company's Investment and Development Fund;
	8. The proposal to approve the policy for executing contracts and transactions between the Company and related parties;
	9. The Proposal for the dismissal and election of a replacement member for the Supervisory Board for the 2022-2027 term;
	10. The Proposal for the introduction of personnel to elect a replacement member for the Supervisory Board for the 2022-2027 term;
	11. Other matters within the authority of the General Shareholders Meeting (if any).
11h00 – 11h15	The General Meeting proceeds with discussions and shareholder Q&A session
11h15 – 11h30	Voting on matters presented to the General Meeting and conducting elections
11h30 – 11h40	Break
11h40 – 11h50	Announcement of Voting Results on Matters Presented to the General Meeting and Election Results
11h50 – 11h55	Approval of the Minutes and Resolutions of the Shareholders' General Meeting
11h55 – 12h00	Closing of the General Meeting

Hanoi, April 28th 2025

REGULATIONS

ORGANIZATION OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 OF HAI HA CONFECTIONERY JOINT STOCK COMPANY

CHAPTER 1

GENERAL REGULATIONS

Article 1. Scope of Application

The regulations for organizing the General Meeting of Shareholders shall be applied to the organization of the Annual General Meeting of Shareholders in 2025 of Hai Ha Confectionery Joint Stock Company

Article 2. This regulation specifies the rights and obligations of the parties participating in the General Meeting, as well as the conditions and procedures for conducting the meeting.

Article 3. Shareholders and participants are responsible for complying with the regulations set forth in this Charter.

CHAPTER II

RIGHTS AND OBLIGATIONS OF THE PARTIES PARTICIPATING IN THE GENERAL MEETING

Article 4. Rights and Obligations of Shareholders Attending the General Meeting of Shareholders

4.1. Conditions for Attending the General Meeting:

All shareholders holding the Company's shares as per the shareholder list finalized by Hai Ha Confectionery Joint Stock Company on March 31, 2025, or their duly authorized representatives, are eligible to attend the General Meeting.

4.2. Rights and Obligations of Eligible Shareholders Attending the General Meeting:

- a. Shareholders or authorized representatives attending the General Meeting must bring the following documents:
 - Invitation letter to attend the meeting.
 - Citizen Identification Card, National ID card, Passport, or any other legally valid personal identification document, and a copy of the operating registration certificate.
 - Original Power of Attorney (in the case of being authorized to attend the General Meeting).

(In the case of an individual shareholder, the power of attorney must be signed by that shareholder. For an organizational shareholder, it must include the signature of the

legal representative and the organization's seal or the authorization decision from the Board of Directors/Member Council of the organization).

After presenting the above documents to the Shareholder Eligibility Verification Committee, the shareholder or authorized representative attending the General Meeting will receive a Voting Card/Ballot (which states the shareholder's name and the number of voting shares entitled to vote for that shareholder). The value of the Voting Card/Ballot issued corresponds to the proportion of voting shares that the shareholder owns or represents based on the meeting registration relative to the total number of voting shares of all shareholders attending the meeting.

- b. Must be authorized in writing to have someone attend and vote on their behalf at the General Meeting. An authorized person attending the General Meeting is not allowed to further authorize another person to attend.
- c. Shareholders attending the General Meeting who wish to express their opinions during discussions must obtain the Chairperson's consent, speak briefly, and focus strictly on the key issues for discussion in line with the approved meeting agenda. Issues already raised by previous speakers should not be repeated to avoid duplication. Shareholders may also write their questions on a Question Form and submit them to the Secretariat.
- d. Entitled to vote on all matters within the jurisdiction of the General Meeting of Shareholders as stipulated in the Company's Articles of Organization and Operation.
- e. Shareholders and their representatives attending the General Meeting of Shareholders, after receiving the report on the matters to be approved, will discuss and vote to approve the.
- f. During the General Meeting, shareholders must follow the instructions of the Presidium, behave in a civil and courteous manner, and refrain from causing any disorder.
- g. Shareholders or authorized representatives arriving after the General Meeting has commenced, upon completing the registration procedures, are allowed to attend and participate in voting on the remaining matters as per the approved meeting agenda. In this case, the validity of votes already conducted remains unaffected.

Article 5. Rights and Obligations of the Chairperson and the Presidium

5.1. The Chairman of the Board of Directors shall act as the Chairperson or may authorize another member of the Board of Directors to chair the General Meeting of Shareholders, subject to approval by the General Meeting.

5.2. Duties of the Presidium:

- a. Direct the proceedings of the General Meeting in accordance with the approved agenda. Carry out necessary tasks to ensure the meeting is conducted in an orderly manner and

reflects the will of the majority of shareholders and shareholder representatives in attendance.

- b. Guide the delegates and the General Meeting in discussions.
- c. Present the draft resolutions and necessary matters for the General Meeting to vote on.
- d. Respond to issues raised by the General Meeting.

Article 6. Rights and Obligations of the Shareholder Eligibility Verification Committee

The Shareholder Eligibility Verification Committee for the General Meeting of Shareholders is appointed by the Meeting's organizing committee. The committee is responsible for receiving documents from shareholders or their authorized representatives attending the meeting to verify their eligibility and cross-check with the shareholder list finalized as of March 31, 2025. The committee will distribute materials, Voting Cards/Ballots, and Election Ballots, and report the results of the shareholder eligibility verification to the General Meeting before the meeting officially commences

Article 7. Rights and Obligations of the General Meeting Secretary

- 7.1. The Chairperson shall appoint the Secretary for the General Meeting.
- 7.2. The Secretary shall carry out tasks assigned by the Chairperson, including:
 - a. Take complete and accurate notes of the proceedings of the General Meeting.
 - b. Assist the Presidium in announcing the draft Minutes and Resolutions of the General Meeting, as well as the announcements from the Presidium to be sent to shareholders when requested.
 - c. Receive shareholder question forms.

Article 8. Rights and Obligations of the Voting Committee

- 8.1. The Chairperson shall introduce the Voting Committee and organize the process for obtaining approval during the General Meeting.
- 8.2. The Voting Committee has the responsibility to:
 - a. Monitor the voting process of shareholders or their representatives attending the General Meeting.
 - b. Compile the number of voting shares for each matter and announce the results to the Chairperson and the General Meeting Secretariat.
 - c. Receive the question forms from the shareholders.

CHAPTER III

PROCEEDINGS OF THE GENERAL MEETING

Article 9. Conditions for Holding the General Meeting

The General Meeting of Shareholders shall be conducted when the number of shareholders present at the meeting represents more than 50% of the total number of voting shares according to the shareholder list of Hai Ha Confectionery Joint Stock Company as of March 31, 2025

Article 10. Order of the General Meeting

10.1. All shareholders attending the General Meeting must dress appropriately.

10.2. Shareholders must sit in the designated seats or areas as specified by the Organizing Committee of the General Meeting. Strict adherence to the seating arrangements set by the Organizing Committee is mandatory.

10.3. Smoking is prohibited inside the General Meeting room.

10.4. Private conversations and the use of mobile phones are not allowed during the General Meeting. Mobile phones must be turned off or set to silent mode.

Article 11. Voting Procedure for Approving Matters at the General Meeting

All matters on the agenda of the General Meeting must be approved through a public vote of all shareholders attending the meeting using the VOTING CARD/VOTING BALLOT, based on the number of shares owned/represented and authorized. Each shareholder will be provided with 01 VOTING CARD, 01 VOTING BALLOT, and 01 ELECTION BALLOT, which will include the following information:

- Shareholder's Name
- Number of shares entitled to vote (owned/represented and/or authorized)
- Number of voting ballots/election ballots for the shareholder
- Company's official seal on the documents.

11.1. VOTING CARD: The voting card is printed on white paper and is used to vote on the following matters:

- a. Approval of the composition of the Presidium of the General Meeting;
- b. Approval of the Rules for Organizing the Annual General Meeting of Shareholders for 2025;
- c. Approval of the Agenda;
- d. Approval of the composition of the Voting Committee;
- e. Approval of the Rules for the Election of Members of the Supervisory Board;
- f. Approval of the Minutes and Resolutions of the General Meeting of Shareholders.

11.2. VOTING BALLOT: The voting ballot is printed on blue paper and is used to vote on matters presented in reports or proposals.

- a. Valid Voting Ballot:
 - The voting ballot is issued by the Organizing Committee of the General Meeting and must bear the official seal of the Company;
 - The voting ballot must not be torn, erased, or altered in any way;
 - The voting ballot must have the signature of the shareholder or the authorized representative of the shareholder participating in the vote.
 - The shareholder should mark (X) only once for each voting item.

b. Invalid Voting Ballot:

- The voting ballot was not issued by the Organizing Committee of the General Meeting.
- The voting ballot has been erased or altered in any way.
- The voting ballot does not have the signature of the shareholder or the authorized representative of the shareholder participating in the vote.
- The voting ballot does not have a mark, or has more than one mark (X) for a single voting item.

c. Voting ballots that are invalid will not be counted when the votes are tallied.

11.3. ELECTION BALLOT FOR THE SUPERVISORY BOARD MEMBERS: The election ballot is printed on yellow paper and is used to elect members of the Supervisory Board.

Article 12. Approval of the Resolution of the General Meeting of Shareholders

The resolution of the General Meeting of Shareholders on the matters discussed in the meeting agenda is considered approved when it is supported by shareholders holding more than 50% of the total voting shares of all shareholders present and voting at the meeting.

CHAPTER IV

CLOSURE OF THE GENERAL MEETING OF SHAREHOLDERS

Article 13. Minutes and Resolution of the General Meeting of Shareholders

The minutes and resolutions of the General Shareholders' Meeting must be completed and approved before the adjournment of the meeting. Biên bản và Nghị quyết họp Đại hội đồng cổ đông phải được lưu giữ tại Công ty Cổ phần Bánh kẹo Hải Hà.

Article 14. Effective Date

This regulation consists of 14 (fourteen) articles, which were read aloud at the General Shareholders' Meeting and will become effective immediately upon approval by the Annual General Shareholders' Meeting in 2025.

Recipients:

- As above;
- Clerk or Document Officer;

On behalf of the Board of Directors

Chairman of the Board of Directors



HOANG HUNG

Hanoi, April 28th 2025

REGULATION

ELECTION OF A REPLACEMENT MEMBER FOR THE SUPERVISORY BOARD FOR THE 2022 - 2027 TERM AT THE 2025 ANNUAL GENERAL SHAREHOLDERS' MEETING HAI HA CONFECTIONERY JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020;
- Pursuant to the Charter of Hai Ha Confectionery Joint Stock Company;

The 2025 Annual General Shareholders' Meeting of Hai Ha Confectionery Joint Stock Company will proceed with the election of a replacement member for the Supervisory Board according to the following details:

Article 1. Eligible Voters

Shareholders holding voting shares and authorized representatives of shareholders holding voting shares, as per the shareholder list of Hai Ha Confectionery Joint Stock Company finalized on March 31, 2025.

Article 2. Criteria and Conditions for Becoming a Member of the Supervisory Board

Pursuant to Article 169 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; Article 286 of Decree No. 155/2020/ND-CP dated December 31, 2020; and relevant guiding documents, members of the Supervisory Board must meet the following criteria and conditions:

- Must not fall under the categories prohibited from establishing or managing enterprises in Vietnam as stipulated by the Law on Enterprises;
- Must have training in one of the following fields: economics, finance, accounting, auditing, law, business administration, or another field relevant to the company's business operations;
- Must not be a family member of any member of the Board of Directors, the Director or General Director, or other managerial personnel;
- Must not be a manager of the company and is not required to be a shareholder or employee of the company;
- Must not work in the company's accounting or finance department;
- Must not be a member or employee of an auditing firm that has been approved to audit the company's financial statements within the past 3 consecutive years.

Article 3. Nomination and Self-Nomination of Candidates for the Supervisory Board

- a. The number of Supervisory Board members of Hai Ha Confectionery Joint Stock Company to be elected as replacements for the 2022–2027 term is 01 member.
- b. Nomination and self-nomination of candidates for the Supervisory Board:



- Shareholders holding common shares have the right to combine voting rights to nominate candidates for the Supervisory Board. Shareholders or groups of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (1) candidate; from 10% to less than 30% may nominate up to two (2) candidates; from 30% to less than 40% may nominate up to three (3) candidates; from 40% to less than 50% may nominate up to four (4) candidates; from 50% to less than 60% may nominate up to five (5) candidates; from 60% to less than 70% may nominate up to six (6) candidates; from 70% to 80% may nominate up to seven (7) candidates; and from 80% to less than 90% may nominate up to eight (8) candidates.
- In the event the number of candidates for the Supervisory Board through nominations and self-nominations is insufficient, the incumbent Supervisory Board may propose additional candidates or organize nominations in accordance with the Company's Charter, internal governance regulations, and the Supervisory Board's operating regulations. Any additional candidates introduced by the incumbent Supervisory Board must be clearly disclosed before the General Meeting of Shareholders votes to elect members of the Supervisory Board, as required by law.

Article 4. Voting Ballots and Voting Instructions

4.1. List of Candidates for the Supervisory Board:

- The candidates will be arranged in alphabetical order by their name on the voting ballot. The full name (first and last name) of each candidate will be clearly written on the ballot.

4.2. Voting Ballots and Voting Instructions:

- Voting Ballots: The ballots will be printed uniformly, with the total number of votes assigned according to each shareholder's shareholder code number.
- Issuance of Ballots: Shareholders or their authorized representatives will receive voting ballots for the Supervisory Board members based on their shareholder code number (whether owning shares and/or by proxy).
- Incorrect Voting: In case of errors in filling out the ballot, shareholders may request the Ballot Counting Committee for a replacement ballot.
- Filling the Ballot: Shareholders or their authorized representatives must personally mark the number of votes for each candidate in the designated space on the ballot, corresponding to the candidate they wish to vote for.

4.3. Invalid Voting Ballots:

- Ballot not in the Company's prescribed format, without the Company's stamp;
- Ballot with crossings out, corrections, or additions of names not on the list of candidates approved by the General Shareholders' Meeting prior to the voting;
- Ballot where the total number of votes cast for candidates exceeds the total number of votes held by the shareholder (including ownership and/or proxy votes).

Article 5. Election method and cumulative voting principle

- The vote to elect members of the Supervisory Board is carried out by secret ballot using the cumulative voting method.
- Each shareholder has a total number of votes corresponding to the total number of shares with voting rights (including both owned shares and proxy votes) multiplied by one (1) (the number of members of the Supervisory Board for the 2022-2027 term to be elected).

- Shareholders may allocate all of their votes to a candidate, vote for a candidate according to the level of trust, or abstain from voting (by submitting a blank vote), provided that the total number of votes does not exceed the maximum number of votes the shareholder holds and/or is authorized to vote.

Example: Shareholder Nguyễn Văn A owns (including ownership and/or proxy) 1,000 shares of the Company, and the number of Supervisory Board members to be elected is 1 member. On Nguyen Van A's ballot for the election of the Supervisory Board member, it is written:

- Total number of shares with voting rights: 1,000 shares
- Total number of votes: $1,000 \times 1 = 1,000$ votes
- Shareholder Nguyễn Văn A may allocate all of his voting rights to a candidate, vote for a candidate according to the level of trust, or abstain from voting, provided that the total number of votes does not exceed 1,000 votes.

Article 6. Ballot Counting Committee, Voting Principles, and Vote Counting Principles

6.1. Ballot Counting Committee:

- The Ballot Counting Committee is nominated by the Chairman and approved by the General Shareholders' Meeting
- The Ballot Counting Committee is responsible for:
 - Introduce the content and how to complete the ballot and distribute the ballots;
 - Conduct the vote counting;
 - Announce the election results to the General Meeting.
- Members of the Ballot Counting Committee must not be listed as nominees or candidates for the Supervisory Board;

6.2. Voting Principles and Vote Counting Principles:

- Voting begins once the distribution of ballots is completed and ends when the last shareholder casts their vote into the ballot box;
- The vote counting must be conducted immediately after the voting ends;
- The vote counting results shall be documented in writing and announced by the Head of the Ballot Counting Committee to the General Meeting.

Article 7. Principles for the Election of Supervisory Board Members

The principles for the election of Supervisory Board members are determined based on the percentage of votes received relative to the total number of shares with voting rights (including both owned shares and/or proxy votes), ranked from highest to lowest, starting with the candidate with the highest votes until the required number of members as specified in this Regulation is met. In the event that two or more candidates receive the same number of votes for the last position on the Supervisory Board, the General Meeting shall conduct a re-election among the candidates with equal votes.



Article 8. Prepare and Announce the Vote Counting Minutes

- After the vote counting, the Ballot Counting Committee must prepare the Vote Counting Minutes. The content of the Vote Counting Minutes includes the following main points: the Ballot Counting Committee; the total number of ballots distributed, the total number of ballots received, the total number of valid votes, the total number of invalid votes, corresponding to the number of shares with voting rights (including both owned shares and/or proxy votes); the vote counting results.
- The vote counting minutes must be announced to the General Meeting.

Article 9. Other Regulations

Any complaints regarding the voting and vote counting will be resolved by the Chairman of the General Meeting and recorded in the minutes of the Shareholders' Meeting..

Article 10. Effective Date

This Regulation consists of 10 (ten) Articles, which were read publicly at the General Shareholders' Meeting and shall take effect immediately after being approved by the Annual General Shareholders' Meeting in 2025.

Recipients:

- *As above;*
- *Clerk or Document Officer;*

ON BEHALF OF THE BOARD OF

DIRECTORS

CHAIRMAN



HOANG HUNG

**BOARD OF DIRECTORS PERFORMANCE REPORT IN 2024
AND ORIENTATION OF THE BOARD OF DIRECTORS IN 2025**

**Kính gửi: Annual General Meeting of Shareholders in 2025
Hai Ha Confectionery Joint Stock Company**

**PART I
RESULTS OF THE BOARD OF DIRECTORS IN 2024**

I. Overview of the Board of Directors:

Corporate governance In 2024, the Board of Directors has directed the Executive Board to operate in accordance with the provisions of the law and the Company's Charter and strictly implement the orientation strategies set out by the Resolution of the General Meeting of Shareholders and the Board of Directors, details as follows:

1. Members of Board of Directors in 2024:

Board of Directors consists of four (04) member:

No	Full name	Position
1	Mr. Hoang Hung	Chairman of BOD
2	Mr. Tang Minh Vuong	Member of BOD
3	Ms. Nguyen Thi Phuc Loc	Independent Member of BOD
4	Ms. Do Thi Hong Thuy	Member of BOD

2. Activities of the Board of Directors:

The Board of Directors has successfully organized the 2024 Annual General Meeting of Shareholders (on April 27, 2024) in accordance with regulations. In 2024, the Board of Directors has conducted 12 meetings and extraordinary meetings to perform the role of orienting and directing the company's activities, specifically as follows:

- Appointing Mr. Nguyen Tien Hung as the person in charge of the Company's management on January 18, 2024
- Dismissal of the position of Deputy General Director of the Company for Mr. Nguyen Thanh Trung on 01/02/2024
- Closing the list of shareholders for the 2024 Annual General Meeting of Shareholders on 08/03/2024.
- Appointing Ms. Luu Thi Tuyet Mai as a senior advisor to the Board of Directors on 20/03/2024.
- Approved the content of the 2024 Annual General Meeting of Shareholders on 05/04/2024
- Approved the selection of An Viet Auditing Co., Ltd. as the auditing unit to review the 2024 semi-annual financial statements and audit the 2024 financial statements on 31/05/2024

- Approved the application for a credit line at MB Bank - Dien Bien Phu Branch, the total limit credit is 115,000,000,000 VND on 07/06/2024
- Approved the dismissal of Deputy General Director Nguyen Quoc Hai on July 8, 2024.
- Approved the application for credit at Sacombank-Thang Long Branch, the amount of 300,000,000,000 VND on 27/09/2024
- Approved the appointment of Mr. Nguyen Phong Nha as Director of Technical Training and Production Improvement on October 15, 2024
- Approved the adjustment of the credit application at Sacombank-Thang Long Branch, the amount of VND 200,000,000,000 on November 20, 2024.
- Approved the dismissal of the Director of Technical Training and Production Improvement for Mr. Nguyen Phong Nha on November 21, 2024.
- Approval of the investment cooperation with Reina Service and Business Co., Ltd. for the project: Mixed-use building, office headquarters, commercial services, and rental office apartments at Lot 14, Ton That Thuyet Street, Nam Tu Liem District, Hanoi, with a capital contribution of VND 62,000,000,000 (Sixty-two billion VND).
- Approval of the investment cooperation with Mesa Service and Trading Co., Ltd. for the fast-food restaurant chain project in the following regions:
 - ✓ Northern Region: VND 43,500,000,000 (Forty-three billion, five hundred million VND)
 - ✓ Central Region: VND 40,000,000,000 (Forty billion VND)
 - ✓ Southeastern Region: VND 28,400,000,000 (Twenty-eight billion, four hundred million VND)
 - ✓ Ho Chi Minh City: VND 50,000,000,000 (Fifty billion VND)

3. Direct the implementation of the 2024 business and production plan:

Directing the implementation of the 2024 production and business plan In 2024, the global commodity market will be affected by the complicated developments of the world political, economic and social situation. The conflict escalates in Russia – Ukraine, the Middle East. The strategic competition between major countries is fierce. Trade protectionism and trade barriers tend to increase, making the fragmentation of the global economy more and more serious. Domestically, the production of goods and services maintained in the direction of stable growth, ensuring to meet consumer demand and serve exports. The Board of Directors has also made efforts to closely follow business activities and come up with many plans to support the Board of Directors, but business results have not been achieved as planned, specifically: the target of profit before tax in 2024 will reach VND 57.2 billion, reaching 81.7% of the plan; total revenue reached VND 900.2 billion, reaching 75% of the plan, specifically as follows:

No	Content	Unit	Actual 2023	2024			
				Plan	Actual	Compare to Plan	Compare to 2023
1	Total Revenue	Billion VND	986	1.200	900,2	75,0%	91,3%
2	Income before tax	Billion VND	64,6	70	57,2	81,7%	88,6%

• Investment and Cooperation:

Investment In 2024, the Board of Directors has actively sought and implemented business cooperation in distributing goods with reputable units in the industry to diversify products, promote revenue and profit growth of the Company.

- The Board of Directors has approved the Merchandise Distribution Business Cooperation transaction with Mesa Trading and Service Co., Ltd. Related to Business development of franchise restaurant chains and cooperation in distribution of consumer goods Details of business cooperation transactions are as follows:
 - + In HCM City: Value of contributed capital: 50,000,000,000 VND
 - + In the North sideregion: Value of contributed capital: 43,500,000,000 VND
 - + In the Central region: Value of contributed capital: 40,000,000,000 VND
 - + In the Southeast region: Value of contributed capital: 28,500,000,000 VND
- The Board of Directors has approved the investment cooperation with Reina Service and Trading Co.,Ltd., with value of contributed capital: 62,000,000,000 VND related to real estate project.
- In addition, during the year, the Company continuously reviewed equipment lines and approved the investment policy to renovate, repair and upgrade the Company's factories according to international standards.

• **Labor and wages**

- Ensuring income for officials and employees with an average of 10.04 million VND/person/month in 2024
- Pay attention to the contingent of intellectuals and skilled technical workers, ensure reasonable policies, regimes and remuneration according to the market mechanism
- Training: In 2024, the Company has implemented the following contents: Salary grade increase training; Periodic training on OSH, training on fire prevention. Training on updating laws, circulars and decrees of State management agencies in the fields of hygiene and safety food, labor wages, tax policies, environment. The company also focuses on training sales skills for the Sales Department; Training on new products for sales of the Sales Department.

4. Corporate governance activities:

- Direct the strict implementation of risk management and control to improve the efficiency of investment activities and asset management;
- Direct the strengthening of inspection and supervision of the operation of branches and member factories;
- Continue to implement the strategy of management, training and human resource development for the whole Company. Appoint key personnel in the executive board in terms of production and business of the Company.

5. Directing and promoting brand development, affirming prestige in the market

The Company's brand development and system management are focused. In 2024, the Company has promoted new products on the market, increased awareness, and created an impression on customers about Haihaco's new brands. The company has actively implemented the program of cooperation with businesses in Hanoi and trade union organizations, industrial parks and local labor confederations to introduce and promote product consumption, improve competitiveness and promote the company's brand.

6. Results of activities of members of the Board of Directors

Members of the Board of Directors are specifically assigned in each field to consult with the Board of Directors before issuing Resolutions and Decisions of the Board of Directors. Members of

the Board of Directors have actively operated according to their assigned functions and tasks, fully participated and voted on issues under the jurisdiction of the Board of Directors.

Each member of the Board of Directors has actively planned and periodically supervised and urged the implementation of the Resolutions, Decisions of the Board of Directors according to the assigned fields. In addition, members of the Board of Directors always actively exchange and discuss to have unanimous opinions and promptly make decisions in accordance with HHC's production and business activities. The resolutions and decisions of the Board of Directors are based on the unanimity and high consensus of the members, on the basis of the interests of shareholders and the sustainable development of the Company.

II. Supervision of the Executive Board and managers:

The Board of Directors has supervised the activities of the Executive Board and managers through the attend briefings, periodic reports on business activities and financial situation of the Executive Board. In 2024, the Board of Directors has supervised the activities of the Executive Board and other managers through the following activities:

- Attend and give opinions at important meetings of the Executive Board.
- Closely monitor the business activities and financial situation of the company through periodic reports of the Executive Board
- Actively coordinating with the inspection and supervision of the Supervisory Board to help the Board of Directors monitor and better grasp the company's operation, ensuring the maintenance and strengthening of the risk management mechanism for the Company's operations.
- The Board of Directors assesses that the Board of Directors and other managers have complied with the hierarchy between the Board of Directors and the Board of Directors and have successfully completed the tasks of management and administration in 2024.

III. Remuneration and operating expenses of the Board of Directors:

The remuneration of the Board of Directors and related regimes shall be paid according to the approval of the General Meeting of Shareholders. Operating costs, transactions, etc. of the Board of Directors in the past year in accordance with the Company's regulations and regulations.

The remuneration, allowances and income paid by the Board of Directors of the Company in 2024 are as follows:

- Payment of remuneration in 2024 according to the 2024 General Meeting of Shareholders: 480 million VND/04 members;
- Payment of remuneration in 2024 according to the 2024 General Meeting of Shareholders: 480 million VND/04 members

IV. Report on transactions between companies, subsidiaries and companies controlled by HHC with more than 50% or more of charter capital with members of the Board of Directors and related persons of such members; transactions between the Company and the Company in which a member of the Board of Directors is a founding member or a manager of the enterprise in the last 03 years prior to the time of transaction:

In 2024, there are no transactions between companies, subsidiaries, companies in which HHC holds control of more than 50% of charter capital with members of the Board of Directors and other relevant persons of such member.

In 2024, there will be 01 (one) transaction between the Company and the Company in which a member of the Board of Directors is a founding member or business manager in the last 03 years before the time of transaction.

No	Name of individual, organization	Relationship of interest with the company	ID	Address	Time of transaction with the company	Resolution / Resolve	Contents	Note
1	VINH HA FOOD JSC- Gia Lâm Branch	Insider's related person (Mr. Hoang Hung, Ms. Do Thi Hong Thuy)	010 010 283 0	No 1, Lane 100, Sai Dong Ward, Long Bien District, Hanoi	15/9/2023	178/2023/HHC/NQ-HĐQT date 15/09/2023	Distribute confectionary products in Soc Son & Dong Anh Province, Hanoi City	

V. Activities of independent members of the Board of Directors and results of independent members' evaluation of the activities of the Board of Directors:

Activities of independent members of the Board of Directors: Hai Ha Confectionery Joint Stock Company has 01 independent member of the Board of Directors, Ms. Nguyen Thi Phuc Loc. In 2024, the activities of independent members of the Board of Directors will be carried out in accordance with the provisions of the Company's Charter and relevant legal documents.

Independent evaluation of the Board of Directors on the activities of the Board of Directors: In 2024, the Board of Directors of the Company has closely monitored the business situation and made resolutions as a basis for the Board of Directors to implement production and business activities

**PART II
ORIENTATION OF THE BOARD OF DIRECTORS IN 2025**

In 2024, the Board of Directors will focus on the following main tasks:

1. Directing the Company to successfully complete the business plan in 2025

The Board of Directors of the Company will actively follow the business situation, accompany the Executive Board to make reasonable and timely decisions for HHC to complete the business plan in 2025 with the following basic financial targets:

No	Content	Unit	Value
1	Total Revenue	Billion VND	1200
2	Net income before tax	Tỷ đồng	70

In 2025, the Board of Directors of the Company proposes to distribute the company's profits to the reward and welfare fund (5%); development investment fund (95%) and submit to the General Meeting of Shareholders for approval the use of the development investment fund of about VND 23.86 billion to handle finance for advances for individuals arising from 2022 onwards. The company continues to focus resources, create capital as a premise for research, investment in machinery and equipment lines and expand the production of new products

2. To direct and supervise the implementation of regulations on governance, Charter and internal regulations on governance in the Company's activities.
3. Complete the standardization of management information processes and systems.
4. Implement the development of the enterprise resource planning system

5. Evaluate the domestic and export markets, shorten the product basket, focus on the production and trading of spearhead products.
6. Investing in replacing basic machinery and equipment, moving towards modernization and automation.
7. Re-norms of raw materials, labor norms in production, cost norms and optimization of the logistics system.
8. Synchronous investment in brand identity, focusing marketing activities on a number of highly competitive products of the Company.
9. Invest in training for employees at the Company.
10. To seek foreign strategic partners in the industry to serve the improvement of production and export capacity in the long term.

PART III PROPOSAL TO THE GENERAL MEETING ANUAL

In order to carry out the set tasks, the Board of Directors filed to the General Meeting Annual to approve the contents of the Report, the basic contents are as follows:

1. Approving the Report on production and business results in 2024 and the production and business plan in 2025;
2. Approve the payment of remuneration to the Board of Directors and the Supervisory Board in 2024;
3. Approve the remuneration for the Board of Directors and the Supervisory Board in 2025;
4. Approved the Audited Financial Statements for 2024;
5. Approve the profit distribution plan in 2024;
6. Through the use of the development investment fund of about VND 23.86 billion to handle finances for advances for individuals arising before 2022;
7. Approved the selection of the auditing firm for 2025 Auditting Finacial Statement;
8. Approve the policy of implementing contracts and transactions between the Company and related parties in 2025;
9. Approval of the dismissal and replacement election of a Supervisory Board member for the 2022–2027 term;

Above are the contents of the report of the Board of Directors to be submitted to the Annual General Meeting of Shareholders in 2025. We would like to request the General Meeting of Shareholders to approve the Report and Submissions of the Board of Directors.

Sincerely./.


**ON BEHALF OF BOD
CHAIRMAN**
HÀNG HƯNG

No: 01/2025/BC-BTGD-HHC

Hanoi, April 28, 2025

BUSINESS PERFORMANCE REPORT FOR 2024 AND BUSINESS PLAN FOR 2025

I. BUSINESS PERFORMANCE IN 2024

1. Economic Overview

❖ Macroeconomic Context

- Stable growth: Vietnam's GDP in 2024 is estimated at 5.1–5.3%, CPI under 4%, stable exchange rates, and slightly reduced interest rates – creating favorable conditions for production and consumption.
- Supportive policies: The Government continued to implement stimulus measures, interest rate support, and tax/fee deferrals – helping businesses, especially in FMCG, maintain operations.
- Global Context
- Slow growth, persistent inflation: Global economy grew by only around 3%, under pressure from high interest rates.
- Prolonged geopolitical conflicts, fluctuating raw material prices, weakened global consumption demand, and rising competition from foreign brands.

❖ Opportunities for the Confectionery Industry

Domestic Market

- Recovering consumer sentiment: Young people and the middle class prioritize selective spending, seeking convenient, healthy, and personalized products.
- Expanding distribution infrastructure: Supermarkets, convenience stores, and e-commerce platforms expanded strongly in Tier II–III cities, creating greater market coverage opportunities.
- Stable holiday demand: Despite weakened overall purchasing power, holidays remain 'golden periods' for the confectionery industry.
- New product trends: Consumers favor low-sugar, fortified products with convenient packaging providing R&D innovation opportunities.

International Market

- Preferential tariffs from FTAs (CPTPP, EVFTA, RCEP...) enable export expansion to major markets such as the EU, Japan, South Korea, and China.
- Vietnamese confectionery enjoys price competitiveness and favorable taste profiles in ASEAN, Middle East, Africa, and mid-range segments in the US and EU.
- Global consumption trends prioritize safety and clear origin – opportunities for long-established brands like Hai Ha.
- OEM and export processing potential is supported by modern production lines and cost efficiency, meeting importers' needs for product customization.

❖ Key Challenges

Domestic Market

- Slow recovery in purchasing power: High living costs and increased consumer debt have led to tighter household spending and a shift to lower-priced goods.
- Intense competition: Greater pressure from low-cost domestic and imported products (Thailand, Indonesia, China...). Urban consumers prefer innovation, while rural buyers focus on pricing and promotions.
- Rising production costs: Costs of raw materials (sugar, milk, flour, packaging) and logistics remained high, impacting profit margins.

- Defensive stance from distribution: Retailers and distributors reduced inventories, made cautious purchases, and limited large order commitments. Sales policies must be flexible and adaptive.
- Rapidly changing preferences: Gen Z demands constant novelty – requiring brands to be agile in packaging, communication, and user experience.
- Difficult rural market expansion: Weak purchasing power and reliance on traditional agents – requiring targeted support policies for effective penetration.

International Market

- Technical barriers and high-quality standards: Developed markets (EU, US, Japan...) impose strict requirements on food safety, certification, traceability, and labeling.
- Complex logistics and export procedures: International freight rates, customs clearance times, and document costs remain major challenges for SMEs.

2. HAIHACO Overview

- Hai Ha is one of the oldest confectionery enterprises in Vietnam, with over 60 years of development, a reputable brand, and high recognition in traditional and seasonal confectionery segments.
- The Hai Ha brand is deeply associated with consumer memories across generations, especially in the Northern and rural regions.
- The company currently owns a diverse portfolio of over 100 SKUs (soft candy, hard candy, chocolate, biscuits, soft cakes, nutritional candies), operates three large factories in Northern Vietnam equipped with modern production lines, ready for scale-up.
- Nationwide distribution network with 130 distributors, of which General Trade (GT) accounts for 95% and Modern Trade (MT) for about 5%. Hai Ha products are also exported to ASEAN countries, the US, South Korea, and Europe.
- The company owns a highly skilled workforce, proprietary production technologies, protected brand portfolio, and strong financial foundation – providing sustainable competitive advantages in both domestic and international markets.

3. Business Results in 2024

1. Comparison of 2024 Business Results with 2023

Chỉ tiêu	2023	2024	Ratio
Revenue (VND billion)	985	902	92%
Profit before tax (VND billion)	64.6	57.2	89%

2. Comparison of 2024 Actual Performance with Plan

2024	Plan	Actual	Ratio
Revenue (VND billion)	1,200	902	75%
Profit before tax (VND billion)	70	57.2	82%

3. Consolidated Business Results in 2024

Chỉ tiêu	2023	2024	+/-	Vs plan
Net Revenue (VND billion)	866.3	772.3	89.10%	64.40%
Profit before tax (VND billion)	64.6	57.2	88.60%	81.70%
Profit after tax (VND billion)	49.58	44.25	89.30%	
EPS (VND)	2,867	2,694	-6.00%	

Revenue reached 92% of the previous year and 75% of the set plan. The shortfall was due to several factors:

- Weak purchasing power: Consumers reduced spending, especially in the GT channel and rural areas, which contribute 95% of sales and 90% of Hai Ha's market.
- Saturated GT channel: Difficult to grow without significant support.

- Lack of product and communication breakthroughs: Product innovation and branding plans were not fully implemented in 2024.
- Rising input costs: Increased raw material and transport costs affected pricing strategy and competitiveness in both domestic and export markets.

Despite not achieving the set targets (VND 1,200 billion in revenue and VND 70 billion in pre-tax profit), the Company maintained operational efficiency, good cost control, and sustained profit-generating capacity.

Profit before tax reached VND 57.2 billion, achieving 81.7% of the plan and decreasing by 11% compared to 2023 – a decline proportional to revenue drop. Gross margin and cost control remained effective, indicating continued operational efficiency. Key contributing factors:

- Optimized production costs and effective raw material management.
- Faster inventory turnover reduced financial pressure and storage costs.
- Sharp decrease in financial expenses due to capital restructuring and debt reduction.

While the plan was not achieved, the profit result reflects the company's stable earning capacity in a difficult market environment.

Overall, in 2024, revenue and profit did not meet the targets, highlighting the impact of market challenges and declining consumer spending. However, operational efficiency, cost control, stable profit margins, and healthy financial capacity were maintained.

These results demonstrate the company's resilience in adversity, laying the foundation for recovery and acceleration in 2025 as the market stabilizes. Adjustments in business strategy, risk management, and market opportunity exploration will be key to sustaining investor and shareholder confidence.

4. Business Operations

❖ Product Strategy

- In 2024, the company maintained its existing range of daily confectionery products while developing a new group of Tet products to lay the groundwork for the following year's seasonal market.
- Two strategic brands – Longpie, Sozoll, and Chew – achieved good growth by maintaining core SKUs and cutting uncompetitive or minor ones.
- The core brand Jelly saw a decline in volume due to fierce market competition.
- Other potential brands need strategic adjustments to compete in the domestic confectionery market.

❖ Production Improvements

- In 2024, the Company invested in a professional production consultancy firm to reform operations at its three factories and enhance production capacity for 2025.
- Scientific production planning was implemented to optimize labor allocation and reduce wastage costs.
- Continued raw material and inventory management at each factory to optimize production efficiency.

❖ Corporate Governance

- Continued to enhance the efficiency of the SAP B1 management system, applying it for data analysis and comprehensive business management.
- Invested in implementing the WMS (Warehouse Management System) to professionalize warehouse and logistics operations.
- Developed the DMS (Distribution Management System) to manage the nationwide distribution network – marking a key milestone in digital transformation and improving commercial business operations.
- Continued to improve transparent, effective management systems through process refinement and standardization aligned with modern operational models.

5. Financial Overview

❖ Financial Performance Analysis

Plan	2023	2024
Revenue (VND billion)	915	818

Profit after tax (VND billion)	49.58	44.25
Total assets (VND billion)	1751.13	942.35
Owner's equity (VND billion)	599.48	641.25
Basic EPS (VND)	2,867	2,694
ROE (%)	8.27%	6.9%

❖ **Key Financial Ratios**

Plan	2022	2023	2024	Change
Current Ratio				
- Current Ratio	1.50	1.23	2.34	1.10
- Quick ratio	1.32	1.15	2.14	0.99
Capital Structure Indicators				
- Debt/Total Assets	0.56	0.66	0.32	-0.34
- Debt/Equity	1.25	1.92	0.47	-1.45
Operating Efficiency Ratios				
- Inventory turnover	9.75	7.25	10.11	2.86
- Asset turnover	1.17	0.49	0.82	0.32
Profitability Ratios				
- Return on Sales (ROS)	3.61%	5.72%	5.73%	0.01%
- Return on Equity (ROE)	9.51%	8.27%	6.90%	-1.37%
- Return on Assets (ROA)	4.23%	2.83%	4.70%	1.86%
- Operating Profit Margin (OPM)	2.92%	7.45%	7.56%	0.11%

Financial Structure and Efficiency

Healthy Financial Structure :

- Total assets declined from VND 1,751 billion (2023) to VND 942 billion (2024), mainly due to inventory optimization and debt reduction.
- Debt/Equity ratio dropped from 1.92 to 0.47, reflecting strong financial autonomy and lower financial risk.

Significant Improvement in Liquidity:

- The current ratio increased from 1.23x to 2.34x.
- The quick ratio rose from 1.15x to 2.14x.

Improved Operational Efficiency:

- Inventory turnover increased from 7.25 times to 10.11 times.
- ROA increasing from 2.83% to 4.70%.

6. Human Resources – Recruitment – Training

- In 2024, HAIHACO reaffirmed its view that people are the key to sustainable development. The company focused on welfare, training, and retaining high-quality personnel.

In Q4/2024, the company underwent organizational restructuring, revised the management system, and recruited additional staff to improve operations and market adaptability.

Internal training and professional development were enhanced, especially for management and key positions.

As of December 31, 2024, the total number of employees was 1,197, including:

- University/College graduates: 204 people (17%)
- Intermediate level: 75 people (6.2%)
- Skilled workers: 287 people (24%)

The company continues to refine salary, recruitment, and training policies to ensure transparency, competitiveness, and performance linkage. Talent retention and recruitment are aligned with corporate culture, while fostering innovation and professionalism.

The year 2024 was a challenging one for the Company amid declining market demand, fluctuating raw material prices, and intensified competition. Nevertheless, the Company maintained stability in its business operations, preserved a healthy financial position, and continued to invest in core components to support sustainable growth in the future.

II. BUSINESS PLAN FOR 2025

1. Favorable Conditions

- Vietnam's economic outlook remains positive with projected GDP growth of 6.5–6.8%. Domestic consumption is recovering, laying a favorable foundation for FMCG in general and the confectionery industry in particular.
- HAIHACO possesses a long-standing brand with wide market coverage in Northern Vietnam. With a new product strategy and reinforced distribution system, the company has strong prospects to regain growth momentum in key areas.

2. Challenges

- The global context remains uncertain: geopolitical fluctuations, inflation, high logistics costs, supply chain disruptions, and unstable global consumer demand continue to affect input prices and export activities.
- Competition in the confectionery industry is intensifying, both in pricing, products, and communications – particularly from imported brands and large domestic enterprises.

3. Core Financial Targets

Target	Unit	Kế hoạch 2025
Revenue	VND billion	70
Profit before tax	VND billion	1,200

4. Key Solutions to Implement the Plan

Corporate Governance

- Finalize integration of SAP, DMS, and WMS systems; apply synchronized software management in overall operations.
- Optimize internal processes following a lean, modern management model.
- Production
- Invest in R&D to improve quality and develop new products.
- Complete the establishment of an independent production planning department closely linked to the business unit.
- Enhance quality control to ensure product consistency.
- Optimize production costs and improve operational productivity.

Sales and Marketing

- Strategically categorize product groups for Hai Ha's traditional markets (rural), urban areas, and seasonal products.
- General Trade (GT): Standardize the distribution network and upgrade point-of-sale software.
- Modern Trade (MT): Expand supermarket and convenience store networks with specialized product lines.
- E-commerce: Restore presence on online platforms, develop TikTok Shop and official website.
- Export: Expand into ASEAN, South Korea, Middle East; develop OEM opportunities.
- Southern Region: Adjust the distribution network and execute a direct investment plan from Hai Ha.

- Trade marketing by region, multi-platform communications, and product development for seasonal demand.
- Commercial & Service Business: Strengthen distribution of commercial goods, test market response to new product lines per product strategy, and leverage existing land assets.

Human Resources – Training

- Restructure personnel and recruit to match the development orientation.
- Train management and enhance soft skills and operational effectiveness.
- Improve compensation policies to foster engagement and professionalism.

Investment

- Renovate all 3 factories under a unified plan.
- Continue investing in new production lines and expanding capacity.

Finance

- Manage cash flow and improve capital efficiency.
- Optimize cost accounting system to enhance competitiveness.
- Monitor financial indicators, control debts, and inventory levels.

The 2025 plan will be flexibly implemented by the Executive Board based on market conditions and company resources.

The above are strategic guidelines for executing the company's 2025 targets. Specific plans and solutions will be developed and adjusted in line with real-world situations by the Executive Board.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

ON BEHALF OF THE EXECUTIVE BOARD

Recipients:

- *General Meeting of Shareholders*
- *Board of Directors*
- *Supervisory Board*
- *Archive: Admin Office*



NAM THI THU HUONG

Deputy General Director

REPORT OF THE SUPERVISORY BOARD AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2024

- Pursuant to the current Law on Enterprises and the Law on Securities;
- Based on the functions, tasks and powers of the Control Board specified in the Charter of Hai Ha Confectionery Joint Stock Company;
- Based on the audit report of An Viet Auditing Co., Ltd., the report on business activities and financial statements in 2024;
- Based on the results of inspection and supervision activities of the Supervisory Board in 2024;

On behalf of the Supervisory Board ("Supervisory Board") of Hai Ha Confectionery Joint Stock Company, I would like to report to the 2024 Annual General Meeting of Shareholders the following contents:

I. RESULTS OF THE SUPERVISORY BOARD IN 2024

1. Organizational structure of the Supervisory Board:

In 2024, the Company's Supervisory Board consists of 03 members, including: 01 Head of the Supervisory Board and 02 members of the Supervisory Board. In 2024, the Company's Supervisory Board has personnel changes. The incumbent members of the Supervisory Board on the date of making the report are as follows:

- + Ms. Doan Thi Thu Linh, Head of the Supervisory Board
- + Mr. Dinh Nho Liem, Member of the Supervisory Board
- + Ms. Dinh Thi Thanh Tam, Member of the Supervisory Board

2. Main activities of the Supervisory Board in 2024

In 2024, the Supervisory Board has met to assign tasks to each member of the Supervisory Board to perform the functions and tasks of the Board, and held a meeting to supplement the 2024 operation plan. Periodically, the Control Board shall hold meetings 02 times a year to summarize activities in the period and set out plans for inspection and supervision activities of the next period.

The Supervisory Board has conducted activities to inspect and supervise the compliance with the provisions of the Law on Enterprises, the Law on Securities, the Charter of the Company's organization and operation in the management and administration of the Company's production and business activities, including:

- + Attend meetings of the Board of Directors (BOD). Supervise and inspect the implementation and implementation of the Board of Directors and the Executive Board in



accordance with the Resolutions of the 2024 General Meeting of Shareholders (AGM), the Company's Governance Regulation, and the Company's Charter.

- + Review the Charter, Internal Management Regulations, and the system of regulatory documents of the Company on that basis to propose amendments to conform to the current laws and regulations of the State and improve the efficiency of the Company.
- + Participate in the selection of an annual financial statement auditing company in accordance with the provisions of the Law on Enterprises and the Company's Charter;
- + Supervise and inspect the implementation of the production and business plan of the Board of Directors and the Executive Board according to the Resolution of the General Meeting of Shareholders in 2024;
- + Examine the truthfulness, reasonableness and prudence in accounting and preparation of the Company's financial statements;
- + Checking the compliance with current regulations of the State and internal regulations of the Company in production, sales, accounting, inventory of assets, cost norms at the Company and its branches.
- + In 2024, the Supervisory Board has made a plan for periodic and irregular control inspections, assigned tasks to each member, studied the company's operating documents and processes, and assessed the conformity of processes and regulations with the reality of production and business activities, make appropriate adjustment recommendations to the company's Executive Board. Concrete:
 - The Control Board has coordinated with departments in the Company to carry out an inventory at VSIP Factory of raw materials, tools and finished products;
 - Monitor, inspect and evaluate the implementation of the recommendations of the Supervisory Board in 2024
 - Carry out inspection and control of compliance with the Company's Charter, compliance of relevant departments on the process of purchasing and paying suppliers.
 - Consider compliance with regulations on accounting bookkeeping, debt management, preparation and presentation of financial statements, production safety, and potential risks in the production and business environment.

3. Remuneration, operating expenses and other benefits of the Supervisory Board in 2024

The remuneration of the Supervisory Board and related regimes shall be paid according to the approval of the General Meeting of Shareholders. Operating expenses of the Supervisory Board belong to the operating expenses of the Company.

The remuneration of the Supervisory Board in 2024 (from 01/01/2024 to 31/12/2024) is as follows:

- Head of the Supervisory Board: 60,000,000 VND/year

- Member of the Supervisory Board: 60,000,000 VND/year
- Total remuneration of the Supervisory Board in 2024: 180,000,000 VND/year.

4. Operation plan of the Supervisory Board in 2024:

- Monitor the implementation of the recommendations of the Supervisory Board in 2024.
- Implement control of material consumption norms; inventory management process;
- Supervise the activities of the Board of Directors and the General Director in the management and administration of the Company and perform the tasks assigned by the 2024 General Meeting of Shareholders;
- Checking compliance with the Charter, regulations, regulations and processes in financial management, investment, production and business.
- Continue to review and inspect the implementation of regulations on accounting, financial management, management of capital construction investment, use of capital, expenses and purchase of goods at enterprises, branches and offices of the Company.
- Inspect and perform other tasks in accordance with the Operation Regulation of the Control Board, the Company's Charter and current regulations.

II. RESULTS OF INSPECTION AND SUPERVISION ACTIVITIES

1. Results of supervision with the management and administration of the Board of Directors, the Executive Committee and the implementation of the Resolution of the 2024 General Meeting of Shareholders:

The Board of Directors has fulfilled its management responsibilities, complying with the provisions of the Law on Enterprises, the Company's Charter, the Resolution of the General Meeting of Shareholders and other provisions of law.

The resolutions and resolutions of the Board of Directors have been issued in compliance with the authority of the Board of Directors and the resolutions of the General Meeting of Shareholders, the Law on Enterprises, the Law on Securities and the Company's Charter.

The Decisions of the Executive Board in 2024 are made in a timely, accurate and in accordance with the spirit of the Resolution of the 2024 Annual General Meeting of Shareholders.

Members of the Board of Directors and the Board of Directors are capable members with a sense of responsibility in their work. The Supervisory Board said that in 2024, the Board of Directors and the Board of Directors have made many efforts to maintain domestic and foreign sales channels, and at the same time develop and occupy the domestic market share.

2. Results of monitoring the company's operation and financial situation:

The Supervisory Board agrees with the company's 2024 Financial Statements audited by An Viet Auditing Co., Ltd. 

An Viet Auditing Co., Ltd. has issued an audit opinion approving the full approval of the Company's 2024 financial statements as follows: *"In our opinion, the Company's financial statements have honestly and reasonably reflected, in terms of the Company's financial situation as of December 31, 2024 as well as business results and cash flow for the fiscal year ends on the same day, in accordance with Vietnamese accounting standards, the corporate accounting regime and legal regulations related to the preparation and presentation of financial statements"*.

Some of the Company's financial targets in 2024 are as follows:

STT	QUOTA	VALUE (Billion VND)
1	Total assets as of 31/12/2024	942,35
2	Total liabilities as of 31/12/2024	301,10
3	Revenue from business activities in 2024	818,03
4	Pre-tax accounting profit in 2024	57,18
5	Profit after tax in 2024	44,25

Detailed contents of the Financial Statements are invited to refer to the Report of the Board of Directors and the report of the Board of Directors which have been distributed in the documents of the General Meeting of Shareholders.

- 3. Report on evaluation of transactions between companies, subsidiaries and companies in which Hai Ha Confectionery Joint Stock Company holds control of more than 50% of charter capital with members of the Board of Directors, General Directors, other executives of the enterprise and related persons of such subjects; transactions between companies in which members of the Board of Directors, General Directors and other executives of the enterprise are founding members or managers of the enterprise in the last 03 years prior to the time of transaction.**

Transactions between the Company and related parties are approved by the Board of Directors in accordance with the authority and/or disclosed information as prescribed.

III. COORDINATING ACTIVITIES BETWEEN THE SUPERVISORY BOARD AND THE BOARD OF DIRECTORS, THE EXECUTIVE BOARD AND SHAREHOLDERS

The coordination between the Supervisory Board and the Board of Directors and the Board of Directors and HHC managers always ensures the principle of compliance with laws and regulations of HHC and for the common benefit of HHC company.

The Board of Directors and the Board of Directors always create favorable conditions for the Supervisory Board to perform its functions and tasks according to the set plan.

Periodic and extraordinary meetings of the Board of Directors are attended and have opinions in accordance with the functions and tasks of the Supervisory Board.

After each control activity in 2024, the Supervisory Board has a report and recommendation to the Board of Directors and the Executive Board. These recommendations have all been recorded and implemented.

During the year, the Supervisory Board did not receive any recommendations from shareholders.

IV. RECOMMENDATIONS OF THE SUPERVISORY BOARD

In order to successfully complete the set production and business tasks, the Company's Supervisory Board proposes the Board of Directors and the Company's Executive Board to well implement a number of issues as follows:

1. Building a continuous risk control and management environment to ensure sustainable and safe development in production, thereby improving business efficiency; Maintain and improve the effectiveness of the existing control mechanism as well as connect information between departments, departments and departments to ensure safe production.
2. Improve cost management capacity and respond to difficult conditions of the business environment due to the impact of the pandemic and the world macroeconomy.
3. Continue to improve the capacity of financial management, human resources, production and sales on the basis of applying information technology and information security control mechanisms.
4. Continue to create favorable conditions for the operation of the Supervisory Board in accordance with regulations.

Above are the contents of the report of the Supervisory Board to be submitted to the Annual General Meeting of Shareholders in 2024. We would like to request the General Meeting of Shareholders to approve and confirm the report of the Supervisory Board.

The Supervisory Board would like to thank the cooperation, support and facilitation of the General Meeting of Shareholders, the Board of Directors, and the Company's Executive Board in the past year.

We wish the Company more and more development, stability and sustainability, and abundant health for our shareholders.

I wish the General Meeting of Shareholders a great success.

Recipient:

- BOM;
- Deputy General Manager;
- Departments;
- Shareholder;
- Save: VT, BKS.

TM. SUPERVISORY BOARD



Đoàn Thị Thục Linh

PROPOSAL

(Re: Approval of the Audited Financial Statements for the Year 2024)

To: The General Meeting of Shareholders

Hai Ha Confectionery Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amendments, supplements, and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its amendments, supplements, and guiding documents;
- Pursuant to the 2024 Financial Statements audited by An Viet Auditing Co., Ltd;
- Pursuant to the Charter of Hai Ha Confectionery Joint Stock Company..

In accordance with the Resolution of the 2024 Annual General Shareholders' Meeting, the Board of Directors has selected An Viet Auditing Co., Ltd. to conduct the audit of the 2024 Financial Statements. The Board of Directors respectfully submits to the General Shareholders' Meeting for approval the audited 2024 Financial Statements. The Company has disclosed the information as required and has published the full text of the audited 2024 Financial Statements on the Company's website, including:

- Balance Sheet as of December 31, 2024
- Income Statement for the Year 2024
- Cash Flow Statement for the Year 2024
- Notes to the Financial Statements

Auditor's Opinion on the Financial Statements: Unqualified Opinion.

Respectfully submitted to the General Shareholders' Meeting for review and approval.

Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Clerk or Document Officer

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



HOANG HUNG

Hanoi, April 28th 2025

PROPOSAL

(Re: Selection of the Audit Firm for 2025)

**To: The General Meeting of Shareholders
Hai Ha Confectionery Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amendments, supplements, and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its amendments, supplements, and guiding documents;
- Pursuant to the Charter of Hai Ha Confectionery Joint Stock Company.

The Supervisory Board respectfully submits to the General Shareholders' Meeting for approval the plan to select an independent audit firm to review the semi-annual financial statements for 2025 and audit the 2025 financial statements of Hai Ha Confectionery Joint Stock Company as follows:

- An Viet Auditing Co., Ltd.
- KPMG Limited (KPMG)
- Deloitte Vietnam Limited (Deloitte)

We respectfully propose that the General Shareholders' Meeting approve the authorization for the Board of Directors to select a specific audit firm from the above list

In the event that negotiations with the audit firms listed above are unsuccessful, the General Shareholders' Meeting authorizes the Board of Directors to select another reputable audit firm that meets audit quality standards, offers a reasonable audit fee, and is eligible to provide audit services as approved by the State Securities Commission for public-interest entities in 2025.

Respectfully submitted to the General Shareholders' Meeting for review and approval.

Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Clerk or Document Officer

ON BEHALF OF THE SUPERVISORY BOARD

HEAD OF THE SB



ĐOÀN THỊ THU LINH

No: 03/2025/TTr-HĐQT-HHC

Hanoi, April 28th 2025

PROPOSAL

(Re: Remuneration Payment for the Board of Directors and Supervisory Board in 2024 and Payment Plan for 2025; Profit Distribution Plan for 2024 and Projected Plan for 2025)

**To: The General Meeting of Shareholders
Hai Ha Confectionery Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amendments, supplements, and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its amendments, supplements, and guiding documents;
- Pursuant to the Charter of Hai Ha Confectionery Joint Stock Company;

The Board of Directors of Hai Ha Confectionery Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the remuneration payment plan for the Board of Directors and the Supervisory Board in 2024, the remuneration plan for 2025, the profit distribution plan for 2024, and the projected plan for 2025 as follows::

1. Remuneration of the Board of Directors and the Supervisory Board in 2024:

No	Content	Remuneration for the full year 2024 (VND)
1	Chairman's Remuneration	120.000.000
2	BoD Members' Remuneration/Allowances (03 persons)	360.000.000
3	Head of Supervisory Board's Remuneration	60.000.000
4	Supervisory Board Members' Remuneration (2 persons)	120.000.000
	Total	660.000.000

2. Remuneration Plan for the Board of Directors and Supervisory Board for 2025:

Based on the Company's 2025 Business Plan, the Board of Directors submits to the General Meeting of Shareholders for approval the remuneration levels for the Board of Directors and the Supervisory Board in 2025 as follows:

No	Content	Remuneration for the full year 2025 (VND)
1	BOD Remuneration/Allowance	480.000.000
2	Remuneration for the Supervisory Board	180.000.000
	Total	660.000.000

3. Proposal for 2024 Profit Distribution:

No	Content	Amount (VND)
1	Net profit after corporate income tax	44.251.656.700
2	Provision for funds	
	<i>Development Investment Fund (100%)</i>	44.251.656.700
	<i>Reward and Welfare Fund (0%)</i>	
3	Dividend	0

4. Profit Distribution Plan for 2025

The profit distribution plan for 2025 of the Company: The General Meeting of Shareholders has entrusted the Board of Directors to propose the dividend rate, the method of dividend payment, and the allocation of funds based on the business results of 2025 to the General Meeting of Shareholders.

Submitted to the General Meeting of Shareholders for consideration and decision.

Respectfully./.

Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Clerk or Document Officer;.

ON BEHALF OF THE BOARD OF
DIRECTORS

CHAIRMAN



HOANG HUNG

No: 04/2025/TTr-HĐQT-HHC

Hanoi, April 28th 2025

PROPOSAL

(Regarding the Use of the Company's Development and Investment Fund)

**To: The General Meeting of Shareholders
Hai Ha Confectionery Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amendments, supplements, and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its amendments, supplements, and guiding documents;
- Pursuant to the Charter of Hai Ha Confectionery Joint Stock Company;

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the use of the Company's Development and Investment Fund as follows:

1. Approving the use of the Company's Development and Investment Fund to handle financial matters in accordance with regulations for advance payments incurred before 2022, with an outstanding receivable balance as of December 31, 2024, amounting to VND 23,861,703,781. *(Details of the advance payments proposed for financial settlement according to the attached list in this submission).*
2. The Board of Directors is authorized to decide and direct the implementation of related tasks, and to continue working with individuals to recover the advance payments. In the event that the Company successfully recovers the advanced amount, it will be recorded according to regulations and reported to the General Meeting of Shareholders at the next Shareholders' Meeting.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Clerk or Document Officer;

ON BEHALF OF THE BOARD OF DIRECTORS



Summary of Accounts Receivable

From 01/01/2022 To 31/12/2024

Account 141: Cash Advance

STT No	Mã KH Code	Tên khách hàng Customer Name	TK Account	Nợ Payable	Có Credit	Nợ Payable	Có Credit	Nợ Payable	Có Credit
1	2000008	NGÔ PHI LONG -PKD	1411	535.177.798	-	83.404.540	83.404.540	535.177.798	-
4	3000001	ĐÀO TIẾN THÀNH	1411	929.992.540	-	115.794.359	391.264.079	654.522.820	-
5	3000002	LÊ VĂN KHANH	1411	46.913.739	-	-	-	46.913.739	-
6	3000003	LÊ VĂN SỰ	1411	1.506.240.835	-	22.154.264	22.154.264	1.506.240.835	-
7	3000004	MAI LÊ LINH	1411	1.603.290.302	-	2.792.700	535.024.556	1.071.058.446	-
8	3000006	NGUYỄN ANH DŨNG	1411	9.276.653.495	-	33.654.390	33.654.390	9.276.653.495	-
9	3000007	NGUYỄN ĐÌNH DƯƠNG	1411	1.939.050.813	-	-	-	1.939.050.813	-
10	3000008	NGUYỄN HỒNG HÀ	1411	4.796.342.243	-	2.644.767.982	2.644.767.982	4.796.342.243	-
11	3000009	NGUYỄN THỊ TUYẾT HẰNG	1411	2.697.105.403	-	1.180.911.230	1.180.911.230	2.697.105.403	-
12	3000010	PHẠM TIẾN ĐẠT	1411	40.000.000	-	-	-	40.000.000	-
13	3000011	TRẦN ĐỨC THÀNH	1411	1.027.930.240	-	100.055.554	-	1.127.985.794	-
31	3000029	CHU THỊ THÚY QUỲNH	1411	170.652.395	-	31.130.120	31.130.120	170.652.395	-
		Tổng :		24.569.349.803	-	4.214.665.139	4.922.311.161	23.861.703.781	-

No: 05/2025/TTr-HĐQT-HHC

Hanoi, April 28th 2025

PROPOSAL

*(Regarding the Policy on Implementing Contracts and Transactions
between the Company and Related Parties)*

**To: The General Meeting of Shareholders
Hai Ha Confectionery Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amendments, supplements, and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its amendments, supplements, and guiding documents;
- Pursuant to the Charter of Hai Ha Confectionery Joint Stock Company.

To proactively manage business operations and ensure the completion of the set plan, the Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the policy on implementing contracts and transactions for the period 2025-2026 as follows:

- 1. Approval of signing and executing contracts and transactions between the Company and related parties with a value of 10% or more, or transactions that result in a total transaction value within 12 months (from the date of the first transaction) amounting to 35% or more of the total asset value recorded in the Company's most recent financial statements.**

The content of the transactions includes but is not limited to:

- a) Transactions involving the purchase and sale of goods, raw materials, and capital contributions for business cooperation.
- b) Transactions related to loans, borrowings, pledging, and mortgaging assets based on optimizing cash flow and financial activities of the parties involved.

Related parties involved in the transaction include:

- a) Shareholders, authorized representatives of institutional shareholders owning more than 10% of the total ordinary shares of the company, and their related persons;
- b) Members of the Board of Directors, the General Director, other managerial personnel, and their related persons;
- c) Enterprises in which members of the Board of Directors, the General Director, and other managerial personnel of the Company are required to declare interests in accordance with Clause 2, Article 164 of the Law on Enterprises 2020.

Implementation Timeframe: From the effective date of the Resolution of the 2025 Annual General Shareholders' Meeting until the issuance of the Resolution of the 2026 Annual General Shareholders' Meeting.

- 2. Authorization to the Company's Board of Directors**

- To decide on the specific terms and conditions of the aforementioned contracts and transactions; to decide on agreements and documents related to such contracts and transactions, including any amendments, supplements, terminations, or replacements thereof.

- To sign and execute the contracts, transactions, and related documents, including any agreements on amendments, supplements, terminations, or replacements of such contracts and transactions (if any).
 - To carry out the disclosure of transactions in accordance with legal regulations.
- Respectfully submitted to the General Shareholders' Meeting for review and approval.

Recipients:

- *As above;*
- *Board of Directors;*
- *Supervisory Board;*
- *Clerk or Document Officer;*

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



HOANG HUNG

No: 06/2025/TTr-HDQT-HHC

Hanoi, April 28th 2025

PROPOSAL

*(Re: Dismissal and Election of a Replacement Member of the Supervisory Board
for the 2022 - 2027 Term)*

To: The General Meeting of Shareholders
Hai Ha Confectionery Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amendments, supplements, and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its amendments, supplements, and guiding documents;
- Pursuant to the Charter of Hai Ha Confectionery Joint Stock Company;
- Based on the resignation letter from Ms. Doan Thi Thu Linh, a member of the Supervisory Board;

Based on the resignation letter of Ms. Doan Thi Thu Linh – a member of the Supervisory Board, and in accordance with the provisions of the Law on Enterprises and the Company's Charter, the Board of Directors of Hai Ha Confectionery Joint Stock Company respectfully submits to the General Shareholders' Meeting for voting approval on the dismissal and election of a replacement member for the Supervisory Board for the 2022 - 2027 term, as follows:

- Approval of the dismissal of Ms. Doan Thi Thu Linh from her position as a member of the Supervisory Board for the 2022 - 2027 term.
- Approval of the election of a replacement member for the Supervisory Board for the 2022 - 2027 term at the 2025 Annual General Shareholders' Meeting.

Respectfully submitted to the General Shareholders' Meeting for review and approval.

Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Clerk or Document Officer;

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



No: 07/2025/TTr-HDQT-HHC

Hanoi, April 28th 2025

PROPOSAL

(Regarding the introduction of personnel for the election of a replacement member of the Supervisory Board for the 2022 - 2027 term)

To: The General Meeting of Shareholders
Hai Ha Confectionery Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amendments, supplements, and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its amendments, supplements, and guiding documents;
- Pursuant to the Charter of Hai Ha Confectionery Joint Stock Company;

In accordance with the legal regulations and the Company's charter, the Board of Directors has informed the shareholders of the standards, conditions, procedures, and nomination/election period for candidates to be elected as a replacement member of the Supervisory Board for the 2022 - 2027 term at the 2025 Annual General Meeting of Shareholders of Hai Ha Confectionery Joint Stock Company.

By the end of the designated period, the Organizing Committee of the Annual General Meeting of Shareholders received nomination documents for candidates to be elected as a replacement member of the Supervisory Board for the 2022 – 2027 term from shareholders and shareholder groups. The Organizing Committee has reviewed the list of candidates in accordance with the standards and conditions for nomination/election as outlined in the Company's election regulations. Based on this, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the list of candidates to be elected as a replacement member of the Supervisory Board for the 2022 – 2027 term, as follows:

The list of candidates to be elected as a replacement member of the Supervisory Board (nominated by eligible shareholders/shareholder groups), as follows:

No	Candidate's name	ID Card	Nomination Position
01	Nguyen Ngo Thi Truc My	060187008867	Member of the Supervisory Board

(Candidate information as per the attached document).

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Clerk or Document Officer;

ON BEHALF OF THE BOARD OF DIRECTORS



CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM

Độc lập - Tự do - Hạnh phúc

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness



CURRICULUM VITAE

1. Họ và tên/Full Name: Nguyễn Ngô Thị Trúc My.....
2. Ngày sinh/Date of Birth: 01/03/1987.....
3. Nơi sinh/Place of Birth: Tp. Phan Thiết, Bình Thuận.....
4. Quốc tịch/Nationality: (Current Nationalities): Việt Nam.....
5. Dân tộc/Ethnicity: Kinh.....
6. Số Chứng minh nhân dân/Căn cước công dân: 060187008867 .ngày cấp: 14/02/2022 nơi cấp: Cục cảnh sát quản lý hành chính về trật tự xã hội...
Identity Card/ Citizen Identity Number: Date of Issue..... Issued by
7. Nơi đăng ký hộ khẩu thường trú/Place of Permanent Residence Registration: Tổ 20, Khu Phố 3, Phú Tài, Tp. Phan Thiết, Bình Thuận.....
8. Địa chỉ thường trú/Permanent Address: Tổ 20, Khu Phố 3, Phú Tài, Tp. Phan Thiết, Bình Thuận
9. Trình độ chuyên môn/Professional Qualification: Thạc sĩ
10. Số điện thoại/Tel: 0909 768 807
11. Địa chỉ email/Email: nguyenny131987@gmail.com.....
12. Chức vụ hiện nay tại Công ty/Current Position at the Company:
13. Các chức vụ hiện đang nắm giữ tại tổ chức khác/Current Positions Held at Other Organizations:
14. Số cổ phiếu nắm giữ: 0 cổ phiếu chiếm 0% vốn điều lệ Công ty, trong đó:
Number of Shares Held: 0 shares, representing 0% of the Company's charter capital, including:
 - + Đại diện (tên tổ chức) sở hữu: 0 cổ phiếu chiếm 0% vốn điều lệ
 - + Representing (organization name) holding: 0 shares, representing 0% of the charter capital.
 - + Cá nhân sở hữu: 0 cổ phiếu chiếm 0% vốn điều lệ
 - + Individual ownership: 0 shares, representing 0% of the charter capital.
15. Số cổ phần và tỷ lệ nắm giữ tại Công ty chứng khoán khác: 0 cổ phiếu chiếm 0% vốn điều lệ Công ty
Number of shares and ownership percentage in another securities company: 0 shares, representing 0% of the charter capital of the company ...
16. Quá trình công tác/Career History:

TT	Thời gian	Đơn vị công tác/Work Unit	Chức vụ, vị trí
No	Time		Position



1	2010 – 2022	CN Công Ty TNHH Dịch Vụ Và Thương Mại Mesa	Nhân viên kế toán
2	2022 đến nay	Công Ty Cổ Phần Thanh Mỹ Lợi	Chuyên viên phân tích đầu tư – tài chính

17. Danh sách người có liên quan của người khai (là người có liên quan theo quy định của Luật Chứng khoán):

List of related persons of the declarant (as defined by the Securities Law):

TT No	Tên người có liên quan Name of Related Person	Mối quan hệ với Công ty, người nội bộ Relationship with the Company, Insider	Số GCNĐKKD (tổ chức)/ CMND/CCCD/Hộ chiếu, ngày cấp, nơi cấp Business Registration Certificate Number (for organizations) / ID Card / Citizen Identity Card / Passport Number, Date of Issue, Place of Issue	Địa chỉ trụ sở chính/ Địa chỉ liên hệ Headquarters Address / Contact Address	Số cổ phần sở hữu tại Công ty Number of Shares Held in the Company	Tỷ lệ sở hữu tại Công ty (%) Ownership Percentage in the Company (%)
1	Nguyễn Văn Ninh	Bố	Mất	Mất	0	0
2	Ngô Thị Nghĩa	Mẹ	060150003072 – 10/08/2021 Cục cảnh sát	Tổ 20, Khu Phố 3, Phú Tài, Tp. Phan Thiết, Bình Thuận	0	0
3	Nguyễn Ngô Duy	Anh	060075006824 – 04/02/2023 Cục cảnh sát	Tổ 20, Khu Phố 3, Phú Tài, Tp. Phan Thiết, Bình Thuận	0	0
4	Nguyễn Ngô Thị Thái Dân	Chị	060177004500 – 08/02/2023 Cục cảnh sát	Tổ 20, Khu Phố 3, Phú Tài, Tp. Phan Thiết, Bình Thuận	0	0
5	Nguyễn Ngô Thị Trúc Minh	Chị	060183011180 – 15/08/2022 Cục cảnh sát	Tổ 20, Khu Phố 3, Phú Tài, Tp. Phan	0	0

				Thiết, Bình Thuận		
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18. Các cam kết nắm giữ (nếu có)/*Commitments to Retain (if any):*

19. Lợi ích liên quan đối với Công ty/*Related Interests with the Company:*

20. Quyền lợi mâu thuẫn đối với Công ty/*Conflicting Interests with the Company:*

Tôi cam đoan những lời khai trên đây là đúng sự thật, nếu sai tôi xin hoàn toàn chịu trách nhiệm trước pháp luật.

I hereby certify that the above statements are true and accurate. If they are found to be false, I take full responsibility before the law.

... , [day] 18. [month] 04 [year] 2025

THE DECLARANT

(Signature, full name)



Nguyễn Ngô Thị Tuyết My

